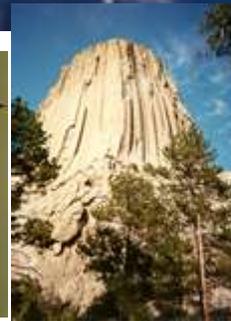


2007 ANNUAL REPORT

Wyoming Division of Vocational Rehabilitation

Department of Workforce Services



Jim McIntosh, Administrator



Department of Workforce Services MISSION

Building a workforce to meet the
changing demands of Wyoming's
diverse businesses, citizens and economy.

Division of Vocational Rehabilitation MISSION

To advance opportunities for persons with
disabilities in Wyoming
to be employed and independent.

VISION

Assist individuals with disabilities
in overcoming challenges to employment

VALUES

- I. We value people with disabilities;
- II. We value staff and their contributions;
- III. We value responsible leadership and management;
- IV. We value an efficient and effective rehabilitation program;
- V. We value financial and human resources that meet the needs of people with disabilities.



Wyoming Division of Vocational Rehabilitation
2007 Annual Report

From the Administrator

On behalf of the Wyoming Division of Vocational Rehabilitation (DVR), it is a pleasure to present the 2007 Annual Report. The accomplishments of this past year serve to substantiate the dedication, expertise and professionalism of staff in efficiently and effectively advancing opportunities for individuals with disabilities to enter into successful employment outcomes. With emphasis on quality employment outcomes for clients, performance management remains the cornerstone of DVR's continuous improvement process. Wyoming DVR exceeded all seven performance indicators in State Fiscal Year 2007.

The public Vocational Rehabilitation (VR) Program continues to be one of the most cost effective programs ever created by Congress. It enables individuals with disabilities to work and become taxpaying citizens. In State Fiscal Year (SFY) 2007, a total of 4,087 Wyoming citizens with disabilities received a broad array of VR services, 741 of whom secured, regained or retained employment with estimated annualized earnings in excess of \$14,079,000.

All eligible clients are being served with access to a broad array of individualized services. The growing demand for client services, spiraling medical costs, initiatives in the transition for students with disabilities to postsecondary life, individuals with Acquired Brain Injuries (ABI), individuals with Serious and Persistent Mental Illness (SPMI), Assistive Technology, and Comprehensive Personnel Development Standards contribute to the mounting fiscal challenges confronting the VR program.

The DDS served approximately 4,000 Wyoming claimants during Federal fiscal year 2007. The DDS initial allowance rate was 44%, which was higher than the national average. The DDS production per work year was 263.0, which was higher than the national average. The Presumptive Disability Decision on Title XVI cases was 55.6%, which was higher than the national average.

Increased focus on integration within the Department of Workforce Services, creating fluid teams, developing cross education philosophies, and shared access will further facilitate networking opportunities with colleagues, employers, individuals with disabilities, and members of the State Rehabilitation Council. Through ongoing effort, cooperative initiatives and partnerships will be forged and enhanced to provide comprehensive, client-centered services that promote opportunities for quality employment outcomes.

We encourage your review of this report, which demonstrates the positive impact DVR's programs have in Wyoming. Thank you for your continued support.

Respectfully,

Jim McIntosh
Administrator



Wyoming Division of Vocational Rehabilitation
2007 Annual Report

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This Annual Report is a publication of the Wyoming Department of Workforces Services
Division of Vocational Rehabilitation
122 West 25th Street,
1100 Herschler Building 1-East,
Cheyenne, WY 82002

Jim McIntosh, Administrator
Susan Hagan, Production



Helping Others Through Personal Experience

Clif Humes applied for rehabilitation services at the Wyoming Division of Vocational Rehabilitation in 1999 following a snowboarding accident where he sustained a traumatic brain injury (TBI). Clif came to VR with a smile on his face and has never expressed any anger or resentment regarding his accident or his resulting disabilities. He had just graduated from high school when the accident occurred and had previously been very involved in construction, logging, and raising livestock. Clif was no longer able to perform the tasks associated with his previous employment.

As a result of the injury, Clif has a weakened right side, poor balance, speech problems, abnormal gait, diabetes, difficulty with memory and other cognitive challenges. By focusing on Clif's strengths rather than his limitations, Clif is now employed and enjoys his work with assisting individuals with developmental disabilities.

Clif is very motivated, has an exceptional strong sense of responsibility, is a pleasure to work with, is realistic regarding his limitations, and has a remarkable positive attitude. Clif has a sense of humor that keeps us grinning during his office visits. Initially, when we took Clif on a tour of Diversified Services, Inc. (DSI) which serves individuals with developmental disabilities, it was observed that the consumers were drawn to him and were very comfortable engaging Clif in conversation and showing him what they were doing. The CEO of DSI was impressed with Clif's response to their consumers and hired Clif to begin working in the DSI Day Rehabilitation program.

DVR provided Clif with work clothes, high top shoes that support his ankles and a specific type of watch that Clif needed on the job. Clif's favorite tool for work is his PDA (personal digital assistant). Due to his memory problems, this assistive technology device was provided to help Clif keep track of consumers' medications schedules, appointments,

phone numbers and addresses, and other information that can be accessed easily through his PDA. DVR provided a trainer to teach Clif how to use his PDA. Clif says, "It is a lifesaver!"

Clif is a very respectful young man and has expressed gratitude for being able to help other people, some of whom have experienced some of the same barriers and limitations he has experienced. In fact, Tanya, Clif's supervisor, stated that Clif is an asset to DSI, especially during staff meetings. Clif's experience with his disability allows him to share valuable insight when discussing consumers and how to provide services in the most effective manner.

According to Clif, it is difficult for him to complete all the paperwork, but his co-workers and supervisor are great about helping him. Clif "absolutely loves" the hands on work activities. He especially enjoys helping the consumers with some of the activities of daily living; such as, helping them with their meals and helping them accomplish their goals. Clif stated, "I didn't think I could find a job that I liked, but I now love going to work every day!"

(Submitted by Barbara Pearson, BS, VR Counselor, Torrington, Wyoming) ■



Clif Humes



Wyoming Division of Vocational Rehabilitation 2007 Annual Report

Unique

Unique...that is a word which describes Kristi Mogen, owner and operator of "Uniquely Your Quilts", which she started on May 11, 2006. Kristi worked with VR and Marion Cotterman, of the Business Enterprise Program, and developed a wonderful business plan. She has many binders full of information she gathered to insure her business was well thought-out, organized, and would be successful. Kristi is a motivated and extremely creative professional long-arm quilter. Kristi and her husband, Pete, have two adorable little girls, Katie and Kylee, who keep them very busy.

When Kristi first came to VR, she exuded enthusiasm, despite her disabilities. You see, Kristi had been crushed in her hip area by a horse, but she continues to "fight back" with a fury and she will not be deterred from her dreams. Kristi and Pete remodeled their home to feature a large room to fit around the long-arm quilt machine, which is 14 feet long. The machine along with batting, thread, and other supplies was purchased through the Small Business Program and VR. The entire house is designed to be wheelchair accessible in case Kristi eventually needs to rely on a wheelchair. Kristi has bookshelves filled with "how-to" information and books, which can be checked out by clients interested in learning a new technique or looking at patterns for quilts. The machine is equipped with a chair which allows Kristi to sit at different heights when needed. The table of the long-arm also has a hydraulic lift so it can move up and down to meet Kristi's needs.

Kristi does the most amazing artwork, while she is quilting her customer's prize-winning quilts. She studies each quilt top to determine which designs would complete the entire effect. She is capable of doing the quilting free hand with designs she creates or by using templates or pantagrams. Kristi designs her own patterns and is working on a long-arm doodle book which she hopes to sell to other quilters. Kristi describes her work as making a quilt sandwich. Each customer makes the top and Kristi completes the quilts by adding the batting, back, binding, and then performing her magic on the long-arm quilter. She says it is just like drawing, only with thread.

As part of her "uniqueness", Kristi loves to share her talents and quilting experiences with children and other quilters. For instance, she worked with two girls, ages 11, who had completed their quilt tops for the State Fair. Both girls came to Kristi's home and she allowed them to use the long-arm to quilt their project. The girls

showed off their quilt at the Saturday Sampler's club at the Prairie Stitcher on August 12, 2007, before entering into the fair. Kristi believes by getting young people involved and active in quilting, it will foster quilting for the future.

Kristi has made quilts as well as quilting them for benefits such as a Breast Cancer Quilt which was raffled off and also one for the Senior Citizen's Center.

Kristi believes a large part of her business is the networking she does. She currently has customers from Nebraska, Montana, Colorado, Pennsylvania, South Dakota, and Wyoming. Kristi has also participated in quilt shows in Montana and Wyoming.

She had an open house in her home on July 14, 2007. Quilts she has finished on her long-arm quilting machine were displayed throughout her home on beautiful, lighted oak quilt racks which her dad makes. She shared different techniques she uses, showed what different batting and threads do to enhance a quilt, allowed visitors to try their hand at the long-arm, and provided wonderful refreshments for all to enjoy.

This is the way Kristi sums it all up, "I didn't mention all the great things about working at home. Like I can punch the time clock when I feel good; this lets me be more productive and does not upset an employer. Flexibility is wonderful when I have to deal with so many health challenges and how working keeps me from staying home and not socializing, or when I hurt too bad to go to town, my customers bring business to me. I LOVE my job!"

(Submitted by Stephanie McCawley, MRC, CRC, VR Counselor in Douglas, WY) ■



Kristi Mogen



Career Dreams Can Come True

Candida Salazar always wanted to be a florist. Years ago, she had nearly completed floral design training but had to leave before completing it. Throughout the years, she maintained that interest even while raising a family and pursuing other career interests.

When Candida returned to the Riverton, WY, and Division of Vocational Rehabilitation (DVR) office in 2004, she expressed interest in floral design again. However, with her family, formal training was an obstacle because the school was located in Denver, Colorado, 287 miles one-way. Thus, Candida's counselor assembled a team so Candida could gain work experience from one of the three floral shops in Riverton. Lindsey Anderson of the Business Leadership Network assisted with the job development, Jenni Masson was the job coach through Fremont Counseling and Sherri Mitchell provided the interpreting services. In the spring of 2005, the team was able to set up a work experience at Woodward's Floral which proved to be very positive. Candida soon proved she had a natural ability for floral design. Though this work experience Candida gained significant experience, self confidence and a positive track record. After the work experience ended the team and Candida began looked for competitive employment.

Carla Crofts, owner of Edith's Floral had already proven to be a very positive employer and in fact, was presented with a Certificate of Appreciation at the 2005 Business Leadership Network Symon Awards. Though she didn't need the help, Carla was willing to provide additional training and a place for Candida to continue to learn and practice her floral design craft. They worked together well and Carla applied different learning techniques and strategies to use for an employee who is hearing impaired. Eventually Candida's skill and expertise was such that Carla hired her on as a regular full time employee. One of the crowning achievements was when Candida assembled the majority of the center

pieces and wreaths for the "Festival of Trees" an event organized by the Riverton/Lander Business Leadership Network (BLN) last Christmas. Carla recently relates that "Candida does very reliable and quality arrangements without any worries". Candida continues to work at Edith's Floral and continues to develop her skills. Her rehabilitation case demonstrates that with perseverance and motivation; **career dreams can come true.**

(Submitted by Ted Knowles, MS, MRC, VR Counselor, Riverton, Wyoming) ■



Left to Right: Ted Knowles, Candida Salazar, Alicia Crofts-Munro (Edith's Floral), Jenni Masson (Fremont Counseling Job Coach), and Lindsey Anderson, (Lander/Riverton BLN)



The Journey From Isolation to Independence

Lynette Nate is successfully employed at the Cokeville, Wyoming Branch Library as a Children's Librarian. She is loved by the community and by the library staff.

Lynette started losing her hearing seven years ago. She was diagnosed with a very rare condition which gradually diminished her ability to hear. She went from living a full life as a volleyball coach and substitute teacher to feeling alone and unsafe in her own home all because she could not hear what was happening around her. Lynette's husband was working three jobs just to make ends meet leaving Lynette feeling even more dependant.

Lynette applied to the Division of Vocational Rehabilitation (DVR) for rehabilitation services hoping she could find help. Lynette and her DVR Counselor discussed many employment options. It was highly important to Lynette that she secure work where she could contribute to her community. Her Counselor contacted several employers in the community including the Cokeville Branch Library. Gayle, the Branch Librarian, who has had a positive experience with DVR in the past, said she would definitely consider a work experience for Lynette at the library.

But first, Lynette's counselor decided Lynette had to be able to communicate with others and feel safe in her home as well as where she worked. DVR purchased equipment that would alert her when someone was near and communication devices that could ensure her independence and ability to communicate with others.

When Lynette was asked what DVR has done for her, she said that DVR gave her life back to her and now she has a purpose everyday. Lynette always thought she had been compassionate towards individuals with disabilities but she had no concept of what it was to be disabled until it happened to her. She said one of the positive things which have come

out of her hearing loss is the ripple effect it has had on the community. She works with children at the library and she has been able to connect with the children with disabilities to become a positive part of their lives. A wonderful thing is that many of the children of the community who come to the library are learning simple sign language to say "thank you" when Lynette helps them. Another ripple effect is that Lynette has helped open the door for other DVR client's to become employed with the Lincoln County Library system. When Lynette's DVR Counselor approached the library in Afton to hire another client they did not hesitate because they have had such a great experience working with Lynette. Gayle, Lynette's supervisor at the library stated that "Lynette fits right into our team". The library staff, along with Lynette, has a lot of fun together.

Overall, this has been a life changing experience for Lynette, bringing her from Isolation to Independence.

(Submitted by Marjorie Points, MS, VR Counselor, Kemmerer, Wyoming) ■



Lynette Nate



Once Again, “Independent”!

Joyce came to Vocational Rehabilitation in October 2004. She was feeling very discouraged, depressed and anxious. At first Joyce couldn't talk about her past without becoming tearful. She had lost all sense of self esteem and lacked the confidence to try any new activities. She believed there was no hope of her ever working again. Joyce had been gradually losing her vision, but in the past year the deterioration had accelerated. Joyce's vision problem stemmed from Glaucoma and Corneal Dystrophy which meant Joyce would have vision problems for the rest of her life.

Joyce had worked as a bookkeeper for most of her life. She had to give up this work because she could no longer see to do the detailed work she had always enjoyed. She could no longer read, do house work, see a computer screen, watch television, or drive.

As a result of Vocational Rehabilitation services, Joyce has progressed to being a very happy person. She has received the counseling that she needed to adjust to her situation and her disability. Joyce has had the help of a “low vision specialist” and now has the adaptive equipment so she can work. Joyce uses a full field microscope for near vision and has a Vision Enhancing System (VES) Auto focus telescope device to allow for viewing at distances. She needs to use a magnifying glass to be able to see smaller print. She is working for the State of Wyoming as a clerk. Joyce has learned to utilize public transportation. She does not drive yet, but that is a goal for the future. She does have the special telescopic lenses that would be required to give her the visual acuity to be able to drive again.

Once Joyce realized that there was hope for returning to working, she became highly motivated to do everything possible to return to work. She is once again a confident person with a strong sense of self worth. She is thrilled to have the independence she needs to be able to work again. Joyce called DVR recently to say her employer had found additional work for her and had extended her employment contract time.

(Submitted by Cheryle Gingerich, MS CRC, VR Counselor, Laramie, Wyoming.) ■



Joyce Von Heeder and Lisa Fertig



Program Highlights

State Fiscal Year 2007

July 1, 2006 through June 30, 2007

√ 4,087 Wyoming citizens with disabilities received services ranging from vocational rehabilitation evaluation and eligibility determination to medical treatment, counseling, training and job placement; 741 persons were successfully rehabilitated by DVR.

√ Sixty-nine percent (69%) of the individuals served were significantly disabled.

√ Seventy percent (70%) of the individuals who were successfully rehabilitated (returned to work) were significantly disabled.

√ The annualized earnings for 741 individuals rehabilitated during State Fiscal Year 2007 is estimated at \$14,079,000.

√ The annual savings to taxpayers, as a result of reduced public assistance payments to rehabilitated individuals, is estimated to be \$1,696,000.

√ Disability Determination Services (DDS) processed 3,974 claims during Federal Fiscal Year 2007. Processing times continue to be some of the lowest in the nation while processing accuracy remains exceptionally high.

√ 670 persons with the most significant disabilities received supported employment services; 203 supported employment clients were successfully rehabilitated this year.

√ The Wyoming Independent Living Programs directly served 1,428 individuals. These programs responded to 5,878 requests for information and referral during the fiscal year.

√ 172 DVR clients received assistance in the planning and establishment of a small business through Business Enterprise Program services; 57 individuals were successfully self-employed. Thirty-seven clients with a significant disabling condition received financial assistance through the Small Business Development Fund.

√ 13 text telephones (TTY's), 24 amplified telephones, 11 captioned telephones (CapTel™), 1 Voice Carry Over (VCO) telephone, and 31 signaling devices were distributed free of charge to individuals with communication impairments through the Telecommunications Relay Service (TRS) Program. ■



General Rehabilitation

Employment for people with disabilities is the primary objective of the General Rehabilitation program. In this program, each State dollar is matched with approximately four Federal dollars.

The conditions of eligibility for the General Rehabilitation program are defined under the Rehabilitation Act as individuals having:

- ◆ a physical or mental impairment which constitutes or results in a substantial impediment to employment; and
- ◆ the ability to benefit in terms of an employment outcome from vocational rehabilitation services.

General Rehabilitation services are delivered through 16 field offices staffed by 29 VR counselors and 20 assistants. These offices are managed by area consultants in five service regions. Evaluation of rehabilitation needs, rehabilitation counseling and guidance, referral services, assistive technology, and job development are core services available to clients.

Other major services include diagnostics and evaluation, training, and transportation. The client and counselor work together to develop an Individualized Plan for Employment (IPE) that outlines the objectives and services required to accomplish the client's vocational goal. ■

Governor's Committee on Employment of People with Disabilities

Creating a positive environment for the independence and employment of people with disabilities is the primary focus of the Governor's Committee on Employment of People with Disabilities (GCEPD). The GCEPD focuses on employment and the removal of barriers to employment for people with disabilities. This is accomplished in part by serving as a resource for employers, employees, and people who want information about the needs of persons with disabilities.

The GCEPD serves as a coordinating unit for mayors' and advocacy committees in communities throughout Wyoming. The GCEPD also serves as a liaison between DVR and the Independent Living Programs, the Visually Impaired Program, and the State Independent Living Council.

The GCEPD provides Americans with Disabilities Act (ADA) technical assistance information to people with disabilities, employers, state and local governments, businesses and the general public. ■





Business Enterprise Program

The Business Enterprise Program (BEP) serves those DVR clients who are interested or involved in self-employment. Self-employment includes various types of businesses, from home-based micro-enterprises to retail shops and other larger ventures.

BEP can provide both technical and financial assistance, from helping a client start a new business that may be home-based to acquiring an existing business. Occasionally assistance in modifying a business for its owner is necessary when modifications are needed to accommodate the client's disability.

BEP funds are obtained from the vending machine services in State buildings throughout Wyoming. These funds are matched by Federal dollars and comprise the Small Business Development Fund.

In State Fiscal Year 2007, training and self-employment assistance were provided to 172 clients. Fifty-seven of these clients became employed.



Self-Employment Assistance

The Business Enterprise Program (BEP) in State Fiscal Year 2007 provided training and self-employment assistance to 172 DVR clients from 25 Wyoming communities. Fifty-seven individuals started small businesses. The businesses include jewelry repair and manufacturing, locksmithing, wood-working, dog grooming, watch and clock repair, tack manufacture, iridology, cosmetology, internet sales, a frame straightening business, and a quilting service.



Vending Services

BEP is responsible for the management of vending machine services in State buildings. Vendor contracts are awarded to private enterprises through a competitive bid process. Commissions from the vending machines are the primary source of revenue for the Business Enterprise Program. Proceeds are held in a special Small Business Development Fund. These funds are available to individuals who have a significant disabling condition and want to operate their own business. ■



Transition from School to Work

The Wyoming Division of Vocational Rehabilitation (DVR) maintains its commitment to transition services as defined by a Memorandum of Understanding (MOU) with the Wyoming Department of Education. The MOU serves as a guide to enhance working relationships between the two agencies.

Additionally, DVR has hired a full-time Transition Consultant who works with local education agencies and DVR counselors in coordination of services for students with disabilities. DVR counselors will provide consultation for the student, parents and educational personnel during their transition meetings, and will meet with teachers and eligible students in developing Individualized Plans for Employment (IPE's).

Seven key components of the Vocational Rehabilitation – Department of Education Agreement:

- ◆ Joint training for agencies personnel;
- ◆ Uniform referral procedures;
- ◆ Technical assistance to school districts;
- ◆ Monitoring transition students' progress;
- ◆ Interagency sharing of client statistical data;
- ◆ Transfer of ownership and shared payment for assistive technology devices and services; and

- ◆ DVR provision and coordination of vocationally-related services which include situational assessment, career exploration, job shadowing, rehabilitation counseling, and work experience for students determined eligible for DVR services.

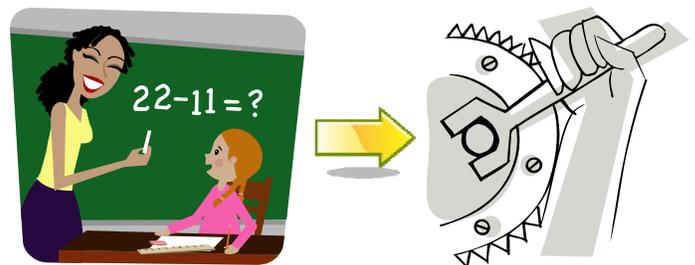
DVR collaborates with the Department of Education (DOE) in a number of ways:

DVR is a member of DOE's State Transition Council;

DVR is a member of DOE's Wyoming Advisory Panel for Students with Disabilities; and

DVR Transition Consultant attends DOE conferences specific to transition issues. ■

SCHOOL TO WORK





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Post Secondary Education

During State Fiscal Year 2007, 734 DVR clients were enrolled in post secondary training at Wyoming's Community Colleges, the University of Wyoming, and other institutions of higher education:

| <u>Institution</u> | <u># Enrolled</u> |
|-------------------------------|-------------------|
| Casper College | 90 |
| Central Wyoming College | 34 |
| Eastern Wyoming College | 24 |
| Laramie County Comm. College | 146 |
| Northwest College | 47 |
| Sheridan College | 52 |
| Western Wyoming Comm. College | 96 |
| University of Wyoming | 66 |
| Out of State Institutions | 26 |
| Other Institutions | 153 |

DVR does not normally pay the full cost of a client's post secondary education; maximum efforts are made to secure scholarships and grant assistance, and clients must apply for a Federal Pell Grant to assist with the cost of training. In addition, DVR's rules and regulations on financial assistance require that if a training program is available in Wyoming, payment for out-of-state educational expenses will be calculated at the same rate available at public in-state institutions. ■



Supported Employment

In the past ten years, 2,118 supported employment clients have been successfully employed:

| <u>SFY</u> | <u>Number Clients</u> | <u>SFY</u> | <u>Number Clients</u> |
|------------|-----------------------|------------|-----------------------|
| 2007 | 203 | 2002 | 283 |
| 2006 | 174 | 2001 | 260 |
| 2005 | 158 | 2000 | 255 |
| 2004 | 216 | 1999 | 219 |
| 2003 | 200 | 1998 | 150 |

The purpose of the supported employment services is to provide rehabilitation services for individuals with the most significant disabilities to enable such individuals to achieve employment. An individual shall be eligible to receive supported employment services when:

- 1) The individual is eligible for vocational rehabilitation services;
- 2) The individual has a most significant disability; and
- 3) A comprehensive assessment of rehabilitation needs of the individual identifies supported employment as the appropriate employment outcome for the individual.

The State Vocational Rehabilitation Program is designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with most significant disabilities consistent with their strengths, resources, priorities, concerns, abilities, interests and informed choice, so that such individuals may prepare for and engage in gainful employment.

Interested qualifying individuals may apply for services at their nearest District Division of Vocational Rehabilitation Office. ■



2007 B.R.A.I.N. PROJECT MILESTONE ACHIEVEMENTS

The Wyoming Division of Vocational Rehabilitation (DVR) having recognized the dramatic need for enhanced brain injury survivor services in the state has developed a five year statewide Acquired Brain Injury (ABI) service improvement plan titled the B.R.A.I.N. PROJECT that is designed to expand and improve rehabilitation services for brain injury survivors. DVR has committed a substantial amount of funding \$500,000 that will be disbursed at the rate of \$100,000 per year over a five year project period.

Thus far, the project has achieved the following milestones:

1. A Crisis Management Team (CMT) Director has been hired to building local support groups and to recruit leaders in Wyoming communities to address the needs of acquired brain injury survivors (and their families) from the point of injury/illness.
2. ABI information materials for use in hospital emergency rooms and admission departments are being developed.
3. An annual brain injury conference is held each March to address the unique needs of this disability group and the people who provide them services.
4. The project has begun work on a communications network which includes an updated website with forums, chat, video download, and an acronym directory to assist professionals working with the brain injury survivor population.
5. Work has been done with the Department of Health Division of Developmental Disabilities to leverage the funding of the project and increase its scope using federal Health Resource Services Administration funds (HRSA). The HRSA funds have been used to hire a half-time statewide brain injury educator. The educator has developed a catalogue of training packets and modules available at no cost to providers statewide. The catalogue is now available at the BIAW website www.biausa.org/Wyoming and will be printed for distribution in January 2008.
6. Crisis Management Team Guidelines have been developed with the input of hospital administrators, nursing and social work staff, support group leaders, brain injury survivors and family members.
7. Quarterly Brain Injury Task Force meetings are being held to provide recommendations and other assistance as program development moves forward. ■



The mission of the Brain Injury Association of Wyoming is to create a better future through brain injury prevention, research, education and advocacy.



Independent Living (IL)

Wyoming is served by two Centers for Independent Living (CIL): 1) Wyoming Independent Living Rehabilitation, Inc. (WILR) in Casper, Wyoming and 2) Wyoming Services for Independent Living (WSIL) in Lander, Wyoming. These CIL programs provide services to persons with significant disabilities that include maintaining employment. The purpose of the CIL is to help people with disabilities to continue living in their homes and communities. In Federal Fiscal Year 2005, the CIL programs directly served 1,312 people and provided another 9,925 with information. Independent Living services in Wyoming are funded by Title VII of the Rehabilitation Act of 1973, as amended.

Chapter 1, Part B funds are awarded to DVR as a formula grant based upon the State's population. The 90% Federal funds are matched by 10% State General funds and are contracted out to the two CIL programs in Wyoming. The two Centers use these funds to provide case services, information and referral, and consumer/system advocacy for people with significant disabilities throughout the State of Wyoming. Part B funds are also used by the Wyoming State Independent Living Council (SILC). These funds are used by SILC primarily to review, evaluate and monitor the Independent Living State Plan.

Chapter 1, Part C funds are granted to Wyoming's two independent living centers. The funds are used to cover administrative expenses, support benefits, and direct client services. This program is 100% Federally funded.

The Independent Living - **Chapter 2 - Visually Impaired Program (VIP)** provides independent living services to individuals age 55 and over who are blind or have a severe vision loss affecting their ability to live independently. The program provides support groups, orientation and mobility training, daily living training, personal counseling, and adaptive equipment. The Federal program is awarded to DVR with a required 10% State match. The match is provided by a combination of funds from DVR and the contracting agency. DVR contracts with WILR to deliver these services statewide. In State Fiscal Year 2007, 641 individuals received direct services from the VIP project and another 3,179 received information and referral services. ■



For additional information contact:

WY Services for Independent Living (WSIL)
1156 South 2nd Street
Lander, Wyoming 82520
(307) 332-4889

WY Independent Living Rehabilitation, Inc. (WILR)
305 West 1st Street
Casper, Wyoming 82601
(307) 266-6956
<http://www.wilr.org>



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Wyoming State Independent Living Council Members

The State Independent Living Council (SILC) serves in an advisory capacity to Wyoming's DVR and its two Independent Living Centers. A majority of SILC members are individuals with disabilities representing various organizations and associations who assist people with disabilities. Members are appointed by the Governor and serve no more than two three-year terms. ■

Terms Expiring January 2008

William 'Bill' Marsh
Evansville, Wyoming

Carol Fontaine
Lander, Wyoming

Terms Expiring January 2010

Dorothy Cronin
Casper, Wyoming

Becky S. Holloway
Sheridan, Wyoming

Ken Hoff
Casper, Wyoming

Terms Expiring January 2009

Carol Ann Marsh
Evansville, Wyoming

Dianne Culhane
Sheridan, Wyoming

John Culhane
Sheridan, Wyoming

Angela Joannides
Cheyenne, Wyoming

Ex-Officio Members

Woody Absher
Division of Vocational Rehabilitation
Cheyenne, Wyoming
January 2007

Lee Beidleman
Client Assistance Program
Protection and Advocacy
Cheyenne, Wyoming
January 2007

For more information on the State Independent Living Council, please visit their web site:
<http://wyomingsilc.com>



Wyoming Relay Service

The Telecommunications Relay Service (TRS), pursuant to Title IV of the Americans with Disabilities Act (ADA), is designed to provide universal telephone service for all Americans, including people who are deaf, hard of hearing, deaf-blind, and/or speech-impaired. Wyoming law provides authorization for the Telecommunications Relay Service and an Equipment Distribution Program funded by a telephone line surcharge. The surcharge remained at six cents per access line.

The fastest growing Wyoming Relay service continues to be CapTel™. CapTel™ is an enhanced voice carry over service that allows individuals with hearing loss to view word-for-word captions of their telephone conversations. The average number of CapTel™ minutes of service each month increased from 1,981 in State Fiscal Year 2006 to 5,193 in State Fiscal Year 2007.

Hamilton Telecommunications was selected as Wyoming's Telecommunications Relay Service provider as the result of a competitive bidding process in 2004, and continues to provide relay services to the citizens of Wyoming.

In addition to Wyoming, Hamilton Telecommunications, based in Aurora, Nebraska, currently provides relay services to Arizona, Georgia, Idaho, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Montana, Nebraska, Rhode Island, Saipan, Virgin Island, West Virginia, and Wisconsin.

In an effort to better meet the needs of applicants to the Equipment Distribution Program, several new pieces of equipment were added to the program. A CapTel™ that connects to a computer was added so that individuals who are deaf or hard of hearing with visual impairments can enlarge the font of the display. A cordless amplified telephone was added as were amplified telephones with Caller ID. A telephone that amplifies that outgoing volume was added for individuals with weak speech. Additional choices in signaling equipment devices also became available.

Wyoming Relay ran television advertisements, radio advertisements, newspaper advertisements and billboard advertising to educate the public about relay so they do not hang up when they get relay calls and also about 711 so they are aware of how easy it is to make a relay call. Wyoming Relay also ran television and radio advertisements to educate citizens who have recently lost their hearing about CapTel™. Wyoming Relay also had booths at health fairs around the state. Finally, Wyoming Relay worked with the Department of Education to provide information about relay statewide to students, their parents and service providers.

Individuals and organizations who would like more information, or training on the Wyoming Relay or specialized telephone equipment for individuals with hearing loss can call Wyoming Relay Customer Service at 1-888-694-4450 (V/TTY) or e-mail wymrelay@hamiltonrelay.com. ■





Wyoming Division of Vocational Rehabilitation 2007 Annual Report

Telecommunications Relay Service Advisory Committee

In 1991, the Wyoming Statutes 16-9-202 through 16-9-204 created the Telecommunications Relay Service Advisory Committee. This is a seven member committee appointed by the Governor for three year terms. The Committee provides advice concerning the administration of the Wyoming Relay Program and annually determines the amount of the telephone surcharge per access line. Members are selected from appointment districts. ■

| | |
|--------------------------------|--|
| Angela S. Joannides (Cheyenne) | District 1 - Goshen, Platte & Laramie Counties |
| Susan M. Fanning (Laramie) | District 2 - Sweetwater, Carbon & Albany Counties |
| Vacant | District 3 - Teton, Sublette, Lincoln & Uinta Counties |
| John D. Cosner (Gillette) | District 4 - Sheridan, Campbell & Johnson Counties |
| Larry Paulsen (Powell) | District 5 - Park, Big Horn, Hot Springs & Washakie Counties |
| Paul S. Brooks (Sundance) | District 6 - Crook, Weston & Niobrara Counties |
| Heather Parsons (Casper) | District 7 - Fremont, Natrona & Converse Counties |

Wyoming Relay Numbers All Call Types 7-1-1 OR Dial:

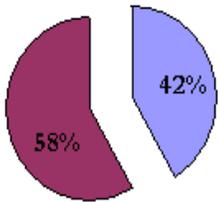
| | |
|---|---|
| TTY (Text Telephone) | 1-800-877-9965 |
| Voice | 1-800-877-9975 |
| Voice Carry Over (VCO) | 1-877-877-1474 |
| To reach CapTel User | 1-877-243-2823 |
| Speech to Speech (STS) | 1-877-787-0503 |
| Spanish Language Service (Servicio en Español) | 1-800-829-2783 |
| Wyoming Relay State Office | 1-800-452-1408 |
| To Obtain Specialized Equipment | 1-800-452-1408 |
| 24 Hour Customer Service Center | 1-800-694-4450 |
| Customer Service Email | wymrelay@hamiltonrelay.com |
| Web Page | http://wyomingworkforce.org/how/vr_wyrds.aspx |



Wyoming Economic Benefit

In 2007, Wyoming DVR rehabilitated 741 individuals with disabilities, resulting in estimated annualized earnings of \$14,079,000. In addition, the annualized savings to taxpayers as a result of reduced public assistance payments to rehabilitated individuals is estimated to be \$1,696,000.

Public Assistance



\$1,213,000
Remaining Public
Assistance

Prior to receiving DVR services, many people with disabilities rely on public assistance. With the help of Vocational Rehabilitation, these individuals can become employed and substantially reduce their dependence on public assistance.

\$1,696,000
Savings to Taxpayers
Post Rehabilitation

Public Assistance Costs Go Down

| | Public Assistance Recipients | Public Assistance Costs |
|-------------------------------------|------------------------------|-------------------------|
| Before DVR Services | 324 | \$ 2,909,000 |
| After DVR Services | 141 | \$ 1,213,000 |
| Savings in Public Assistance | | \$ 1,696,000 |

Characteristics of Individuals Served

The following information describes characteristics of the 4,087 individuals who were served by the Wyoming Division of Vocational Rehabilitation Program during SFY 2007.

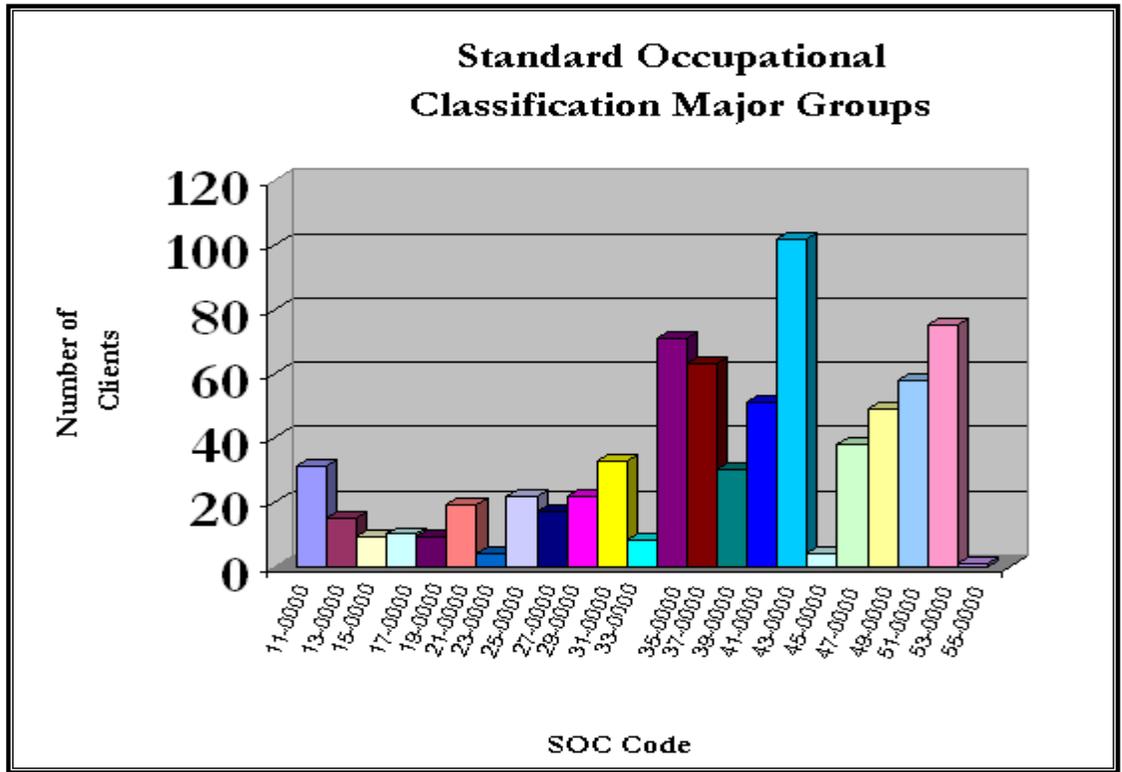
| Major Disabling Condition | % | Race | % | Gender | % |
|----------------------------|------|---------------------------|------|--------|------|
| Orthopedic | 30.7 | White | 94.3 | Male | 53.6 |
| Psychiatric | 33.5 | American Indian | 3.1 | Female | 46.4 |
| Developmental Disabilities | 16.4 | Black | 1.8 | | |
| Hearing | 5.1 | Asian | 0.5 | | |
| Visual | 2.5 | Hawaiian/Pacific Islander | 0.3 | | |
| Other Conditions | 11.8 | Hispanic (any race) | 7.1 | | |



Wyoming Division of Vocational Rehabilitation
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**Occupations
of 741
Rehabilitated
Individuals**

Based on data from the 2000 Census, over 46,000 Wyoming residents between the ages of 21 and 64 have a disability; nearly 40% of these individuals are unemployed. The following chart illustrates the placement occupations for the 741 individuals employed during SFY 2007.



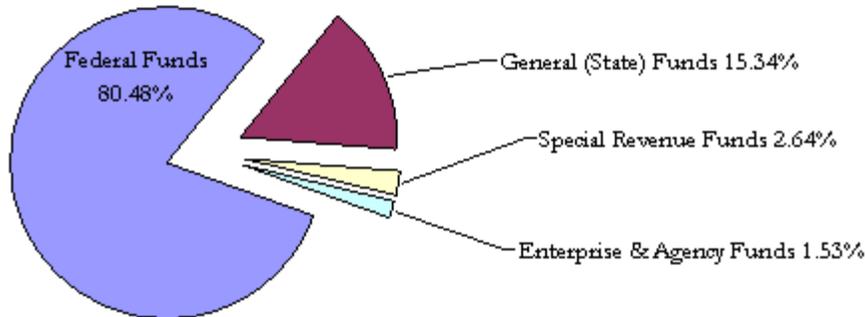
SOC Major Groups - Each occupation is placed within one of these 23 groups

| SOC Number | Occupation | Number of Clients |
|------------|--|-------------------|
| 11-0000 | Management Operations | 31 |
| 13-0000 | Business & Financial Operations | 15 |
| 15-0000 | Computer & Mathematical Occupations | 9 |
| 17-0000 | Architecture & Engineering Occupations | 10 |
| 19-0000 | Life, Physical, & Social Science Occupations | 9 |
| 21-0000 | Community & Social Services Occupations | 19 |
| 23-0000 | Legal Occupations | 4 |
| 25-0000 | Education, Training, & Library Occupations | 22 |
| 27-0000 | Arts, Design, Entertainment, Sports, & Media Occupations | 17 |
| 29-0000 | Healthcare Practitioners & Technical Occupations | 22 |
| 31-0000 | Healthcare Support Occupations | 33 |
| 33-0000 | Protective Service Occupations | 8 |
| 35-0000 | Food Preparation & Serving Related Occupations | 71 |
| 37-0000 | Building and Grounds Cleaning & Maintenance Occupations | 63 |
| 39-0000 | Personal Care & Service Occupations | 30 |
| 41-0000 | Sales & Related Occupations | 51 |
| 43-0000 | Office & Administrative Support Occupations | 102 |
| 45-0000 | Farming, Fishing & Forestry Occupations | 4 |
| 47-0000 | Construction & Extraction Occupations | 38 |
| 49-0000 | Installation, Maintenance, & Repair Occupations | 49 |
| 51-0000 | Production Occupations | 58 |
| 53-0000 | Transportation & Material Moving Occupations | 75 |
| 55-0000 | Military Specific Occupations | 1 |
| | Total | 741 |



Wyoming Division of Vocational Rehabilitation 2007 Annual Report

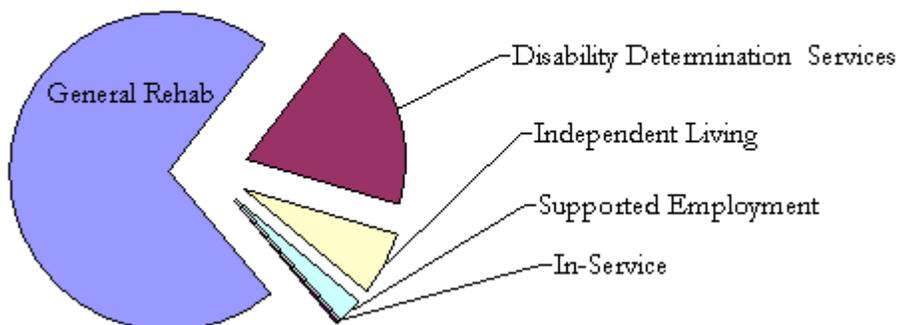
Expenditures by Funding Source



| Program Name | Federal Funds | General Funds | Special Rev. Funds | Enterprise Funds (WC) | Agency Funds (BEP & WBLN) | Total Expenditures | % of Grand Total Expend. |
|-------------------------------|---------------------|--------------------|--------------------|-----------------------|---------------------------|---------------------|--------------------------|
| General Rehab w/Other Match | \$8,091,037 | \$1,809,914 | \$0 | \$65,678 | \$126,288 | \$10,092,917 | 72.78% |
| Disability Determ. Services | \$2,159,375 | \$0 | \$0 | \$0 | \$0 | \$2,159,375 | 15.57% |
| Telecom. Relay Svc. | \$0 | \$0 | \$366,003 | \$0 | \$0 | \$366,003 | 2.64% |
| IL – Part B | \$285,118 | \$31,598 | \$0 | \$0 | \$0 | \$316,716 | 2.28% |
| Supported Employment | \$297,774 | \$0 | \$0 | \$0 | \$0 | \$297,774 | 2.15% |
| Administration | \$0 | \$281,527 | \$0 | \$0 | \$0 | \$281,527 | 2.03% |
| IL – Chapter 2 | \$216,850 | \$1,808 | \$0 | \$0 | \$0 | \$218,658 | 1.58% |
| Social Security Reimbursement | \$90,876 | \$0 | \$0 | \$0 | \$0 | \$90,876 | 0.66% |
| Business Enterprise | \$0 | \$0 | \$0 | \$0 | \$22,112 | \$22,112 | 0.16% |
| In-Service | \$19,219 | \$1,884 | \$0 | \$0 | \$0 | \$21,103 | 0.15% |
| GRAND TOTAL | \$11,160,249 | \$2,126,731 | \$366,003 | \$65,678 | \$148,400 | \$13,867,061 | 100.00% |
| % of Grant Total Exp. | 80.48% | 15.34% | 2.64% | 0.46% | 1.07% | 100.00% | |

WC: Worker's Compensation Funds
 BEP: Business Enterprise Program Funds
 WBLN: WY Business Leadership Network Funds

Expenditures by Federal Funding





Wyoming Division of Vocational Rehabilitation 2007 Annual Report

Performance Standards

The Rehabilitation Services Administration (RSA) has established Evaluation Standards and Performance Indicators for the Vocational Rehabilitation Program. Wyoming DVR exceeded all seven indicators in State FY 2007.

| State Fiscal Year 2007 | RSA Standard | WY DVR Results |
|---|--------------|----------------|
| <p>Evaluation Standard 1 – Employment Outcomes. DVR must assist any eligible individual to obtain, maintain, or regain high quality employment.</p> <p><i>Performance Indicator 1.1.</i> The number of individuals who achieved an employment outcome in the current year must equal or exceed the number from the previous year.</p> | 555 | 741 |
| <p><i>Performance Indicator 1.2.</i> The percentage of individuals who exited the VR Program after receiving services who achieved an employment outcome.</p> | 55.8% | 70.7% |
| <p><i>Performance Indicator 1.3.</i> The percentage of individuals who achieved an employment outcome and are earning at least the minimum wage.</p> | 72.6% | 99.1% |
| <p><i>Performance Indicator 1.4.</i> Of those earning at least the minimum wage, the percentage who are individuals with significant disabilities.</p> | 62.4% | 69.6% |
| <p><i>Performance Indicator 1.5.</i> The average hourly earnings of individuals earning at least the minimum wage, as a ratio to the average hourly earnings for all individuals in Wyoming who are employed.</p> | 52% | 61% |
| <p><i>Performance Indicator 1.6.</i> Of those earning at least the minimum wage, the difference between the percentage whose own income is their largest source of support when they exited the VR Program, and the percentage whose own income was their largest source of support at the time they applied for VR services.</p> | 53.0% | 64.7% |
| <p>Evaluation Standard 2 - Equal Access to Services. DVR must ensure that individuals from minority backgrounds have equal access to VR services.</p> <p><i>Performance Indicator 1.2.</i> The service rate for individuals with disabilities from minority backgrounds as a ratio to the service rate for all non-minorities with disabilities.</p> | 80% | 92% |



Wyoming Division of Vocational Rehabilitation 2007 Annual Report

Social Security Disability Determination Services

Disability Determination Services (DDS) makes decision of disability and blindness for both Title II and Title XVI of the Social Security Act on behalf of the Commissioner of the Social Security Administration (SSA). Following preliminary claim preparation, the DDS completes the development and adjudication of the medical, psychological and vocational factors of eligibility. Two levels of appeal concerning denied claims are adjudicated in the agency. DDS provides a Certified Hearing Officer to adjudicate appeals when benefits are terminated related to continuing claim review and update showing cause of end of awarded benefit.

The DDS is 100% federally funded. The Federal fiscal year budget was just under \$2.3 million. Under the annual budget, the Federal government pays the State of Wyoming for administrative costs.

The DDS served approximately 4,000 Wyoming claimants during Federal fiscal year 2007. The Wyoming DDS initial allowance rate was 44%, which was higher than the national average. The Wyoming DDS production per work year was 263.0, which was higher than the national average. The Presumptive Disability Decision on Title XVI cases was 55.6%, which was higher than the national average.

The Wyoming DDS initiated recruitment to receive records in electronic format promoting the use of web-site and paperless fax server beginning October 2006. Visits were made to sources submitting highest volume of records and reports. Flyers with specific information about the Wyoming DDS

office were also included in this promotion outlining use of electronic records submission.

The Wyoming DDS conducted a national pilot project in which videoconferencing was used to conduct mental status examinations for claimants alleging mental allegations. This pilot project was conducted in the Southeast corner of the state in which mental health facilities were used along with equipment owned by the Veterans' Administration. There were three goals of the pilot project: 1) To determine the quality of mental status examinations using the videoconferencing format; 2) To decrease travel time and expense related to the mental status examinations; and 3) To decrease the processing time for a claimant alleging mental health issues.

The following Disability Examiners are members of the National Association of Disability Examiners (NADE): Gabriel Barajas, Jean Leif, Ree Lindgren, Jan Minear, Karyn Speight, and William Walters. Gabriel Barajas chaired the Hearing Officer Committee at the National level for the organization and continues to date. Mr. Barajas was presented with NADE Great Plains Region – Charles O'Blaylock award for the following: outstanding leadership, consistent efforts and major contributions to the advancement of NADE.

The Wyoming DDS continues to implement specific protocols for Military Casualty cases, the Homeless Initiative program, terminal illness cases, and low birth weight cases. When a claim is received by the DDS from SSA, it is reviewed and expedited according to these initiatives and protocols. ■



What You Can Do Online http://www.socialsecurity.gov/online_services/

- ◆ Apply for benefits: Social Security Retirement, Spouse's, or disability benefits;
- ◆ Begin or continue the Adult Disability and Work History Report;
- ◆ Continue the Online Appeal Disability Report;
- ◆ Apply for extra help with your Medicare prescription drug costs;
- ◆ Check the status of your online application;
- ◆ Find out what benefits you can apply for; plus much, much more....



Wyoming Division of Vocational Rehabilitation
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State Rehabilitation Council Members
July 1, 2006 – June 30, 2007

Shannon Bodin – Chairperson

Executive Committee
Casper, Wyoming

Joe Thomas, Chairperson Elect

Executive Committee
Reliance, Wyoming

Lee Beidleman, Vice Chairperson

Executive Committee
Cheyenne, Wyoming

Dorothy Cronin

Brain Injury Association of Wyoming
Review Committee
Casper, Wyoming

Terri Dawson

Parent Information Network
Communications Committee
Buffalo, Wyoming

Jim McIntosh, Administrator (non-voting)

Division of Vocational Rehabilitation
Executive Committee
Cheyenne, Wyoming

Laura McKinney

Review Committee
Cheyenne, Wyoming

Kristi Mogen

Review Committee
Douglas, Wyoming

Lisa Osvold, Deputy Director, DWS

State Workforce Investment Board
Communications Committee
Cheyenne, Wyoming

Mark Pixley

Review Committee
Sheridan, Wyoming

Bob Rowan

Native American Rehab. (121 Project)
Review Committee
Lander, Wyoming

Debbie Terech

Executive Committee
Evanston, Wyoming

Becky Taggart

Communications Committee
Lyman, Wyoming

Donna Thompson

Department of Education (IDEA)
Communications Committee
Riverton, Wyoming

Diether van Houten, VR Counselor

Review Committee
Sheridan, Wyoming



Wyoming Division of Vocational Rehabilitation 2007 Annual Report

State Rehabilitation Council 2007 Annual Report

The responsibilities of the State Rehabilitation Council (SRC) are defined in Section 105 of the Rehabilitation Act of 1973. The SRC is authorized to review, analyze and advise the Wyoming DVR on the performance of the Vocational Rehabilitation program. In partnership with DVR, the SRC develops and reviews state goals and priorities, evaluates the effectiveness of the vocational rehabilitation program, assists in the preparation of the Unified State Plan, and reviews customer satisfaction.

Members are appointed by and serve at the pleasure of the Governor, and appointments are based on personal qualifications and the needs of the Council. Members are a representation of persons with disabilities; disability advocacy organizations; current and former consumers of vocational rehabilitation services; medical professions; state educational agencies; and representatives of business, industry and labor.

The SRC meets on a quarterly basis. SRC meeting locations and times are published prior to each meeting in the statewide Casper Star-Tribune newspaper. Future meeting locations, times and minutes from past meetings are posted at the following web site: http://wyomingworkforce.org/aboutus/partners_assoc_src.aspx or by calling the current SRC Chairperson, Shannon Bodin at 307-234-4535. Please let us know if you need any accommodations to attend our meeting or open house functions. You may also stop by our booth at the annual MEGA Conference for more information about both the SRC and DVR.

The SRC is dedicated to ensuring that Wyoming residents with disabilities receive effective services by conducting and reviewing a needs assessment survey; reviewing programs and policies being implemented; evaluating the SRC's Client Satisfaction Surveys, then contacting those surveyed who indicate a desire to discuss concerns regarding their individual

VR experience with an SRC representative; and by working in cooperation with such groups as the Wyoming Division of Vocational Rehabilitation, Wyoming Statewide Independent Living Council, Parent Training and Information Center, Client Assistance Program, as well as other agencies to implement a proactive approach for the betterment of persons with disabilities.

The State Rehabilitation Council invites you to become a member. If you are interested in becoming a member of the SRC, an application form can be obtained by calling (307) 777-7389.

SRC Contact Information:
Shannon Bodin, Chairperson
2045 S. Fairdale Avenue
Casper, Wyoming 82601
Cowgirl_up@bresnan.net
(307) 234-4535

Message from Shannon Bodin, Chairperson:
The SRC and DVR are continually assessing and enhancing their relationship in an effort to push for improvements that the state's citizens with disabilities deserve. As one of the SRC members that is a past recipient of VR services, I have a special empathy for those facing what can often seem like a daunting experience.

We will continue to forge strong bonds with other partners and service providers across the state in an effort to guarantee quality and dignified services to those with disabilities. Another exciting development in this effort is the formation of a National Coalition of State Rehabilitation Councils. There is much information-sharing and learning that will be taking place as a result of this unification.



Wyoming Division of Vocational Rehabilitation 2007 Annual Report

The Wyoming SRC is currently composed of three Committees, each with the functions described below.

Executive Committee Report

The Executive Committee works toward the coordination and the establishment of working relationships between DVR and the SRC. Members of the committee discuss new nominations for the SRC, policies, and solutions to improve the communication between DVR and the SRC.

The goal of this committee is to facilitate a positive partnership between DVR and the SRC. Both entities are crucial in the success of the Division of Vocational Rehabilitation. The SRC's suggestions and advice are to provide a stronger and more effective DVR.

Communications Committee Report

The Communications Committee, as required by the Rehabilitation Act, has the responsibilities of coordinating and communicating with other councils and human resource entities, performing and coordinating public relations; and maintaining the Employer Recognition Program. Staying informed of the activities of other organizations concerned with the disabled population provides powerful networking tools and helps to avoid duplication of efforts.

Promoting the awareness and function of Vocational Rehabilitation creates connections between VR consumers and the employers who can benefit from hiring them. The Communications Committee makes employment information available to employers, consumers and parents by participating in the annual Mega Conference, as well as other conferences and opportunities to increase SRC and DVR visibility.

The importance of the employers' efforts to utilize people of differing abilities cannot be overlooked. This committee, by collaborating with the

Business Leadership Network, recognizes employers around the state who support employment of people with disabilities. Without employers' willingness to recognize people's talents, VR efforts and a willing workforce would go untapped. The Communications Committee takes great pride in helping the SRC be an active partner in recognizing and utilizing Wyoming's often untapped workforces.

Review Committee Report

The Review Committee has the yearly responsibility to review DVR's section of the State's Unified Plan. Other responsibilities are to make sure client satisfaction survey results are accounted for from DVR. This is a very important role of the SRC, and the Review Committee is reviewing client concerns regarding the DVR service delivery system. This committee reviews the State Plan and identifies any changes that may need attention. ■

Respectfully submitted by:
Shannon Bodin, Wyoming State Rehabilitation
Chairperson



Wyoming Division of Vocational Rehabilitation
2007 Annual Report

Wyoming Offices
Department of Workforce Services
Division of Vocational Rehabilitation

Central Office

122 West 25th Street
1100 Herschler Building, 1st Floor East
Cheyenne, WY 82002
(307) 777-7386

Casper District Office - 01

851 Werner Court, Suite 120
Casper, WY 82601
(307) 261-2172
Area Served: Natrona County

Cheyenne District Office - 02

1510 East Pershing Boulevard
Cheyenne, WY 82002
(307) 777-7364
Area Served: Laramie County

Cody District Office - 11

1026 Blackburn, #3
Cody, WY 82414
(307) 527-7174
* 1-877-473-7207
Area Served: Park & Big Horn Counties
& Yellowstone National Park

Douglas District Office - 13

135 South 3rd Street
Douglas, WY 82633
(307) 358-4688
* 1-866-217-1401
Area Served: Converse & Niobrara Counties

Evanston District Office - 19

350 City View Drive, #205
Evanston, WY 82930
(307) 789-2766
* 1-877-473-7208
Area Served: Uinta County & WY State Hospital

Gillette District Office - 17

1901 Energy Court, #140
Gillette, WY 82718
(307) 682-2672
* 1-877-474-4086
Area Served: Campbell, Weston, & Crook Counties

Jackson District Office - 22

155 West Gill, P. O. Box 2873
Jackson, WY 83001
(307) 733-3742
* 1-866-293-3742
Area Served: Teton County

Kemmerer District Office - 12

P. O. Box 87 (mailing address)
Kemmerer, WY 83101
20 Adaville Road
Diamondville, WY 83116 (physical address)
(307) 877-9334
* 1-866-367-6143
Area Served: Lincoln & Sublette Counties

Lander District Office - 10

259 Main Street
Lander, WY 82520
(307) 332-4465
Area Served: Southern Fremont County



Wyoming Division of Vocational Rehabilitation
2007 Annual Report

Laramie District Office - 05

710 Garfield, #110
Laramie, WY 82070
(307) 745-3160
Area Served: Albany County

Rawlins District Office - 06

212 West Buffalo, #312
Rawlins, WY 82301
(307) 324-2238
* 1-877-473-7209
Area Served: Carbon County, State Penitentiary,
Wamsutter, Medicine Bow, Hanna & Elk Mountain

Riverton District Office - 09

609 East Madison, #3
Riverton, WY 82501
(307) 856-2393
* 1-866-335-3140
Area Served: Northern Fremont County

Rock Springs District Office - 04

2451 Foothill Boulevard, Suite 100
Rock Springs, WY 82901
(307) 362-2770
* 1-866-858-4125
Area Served: Sweetwater County

Sheridan District Office - 03

61 South Gould
Sheridan, WY 82301
(307) 674-7529
* 1-866-423-5989
Area Served: Johnson & Sheridan Counties and
Wyoming Girls School

Torrington District Office - 07

1618 East 'M' Street
Torrington, WY 82240
(307) 532-4431
* 1-877-474-7493
Area Served: Goshen & Platte Counties

Worland District Office - 20

1200 Culbertson, Suite F
Worland, WY 82401
(307) 347-3396
* 1-866-448-4703
Area Served: Washakie & Hot Springs Counties and
Wyoming Boys School

**Disability Determination
Services (DDS)**

821 West Pershing Boulevard
Cheyenne, WY 82002
(307) 777-7341
1-800-972-2372

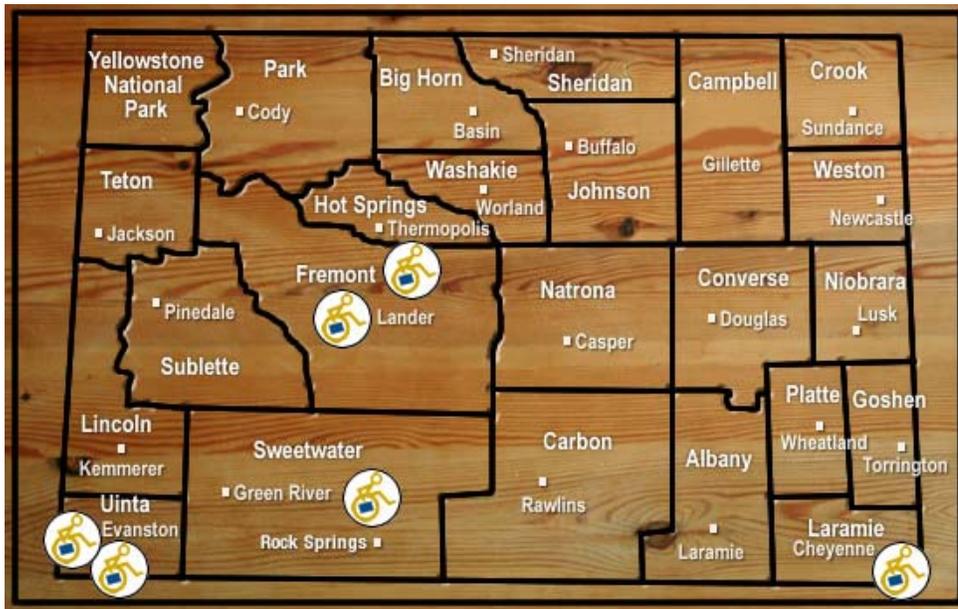
*** Toll Free numbers restricted to
use by in-state Wyoming callers.**



Wyoming Division of Vocational Rehabilitation 2007 Annual Report

Wyoming Business Leadership Network (WBLN) Established 1997

Chapters: Cheyenne (1997), Evanston (2000), Bridger Valley (2002),
Lander-Riverton (2004) and Rock Springs (2005)



The Cheyenne Business Leadership Network, Director, Marla Lewis
The Evanston-Bridger Valley Business Leadership Networks, Director, Debbie Terech
Lander-Riverton Business Leadership Networks, Director, Lindsey Anderson
Rock Springs Business Leadership Network, Director, Beth Whitman

Each community BLN provides a variety of services and events that benefit their respective community as described in the following summary.

Annual Activities:

- ◆ **Awards program** recognizing outstanding employees with disabilities, and businesses and organizations which excel in outreach efforts to their disability community. These events are held each October in honor of National Disability Employment Awareness Month (NDEAM).
- ◆ NDEAM also provides each BLN an opportunity to partner with local newspapers in the publication of special newspaper insert that focus on the successful employment of people with disabilities.
- ◆ March is recognized as **'National Developmental Disability Awareness Month.'** Each BLN coordinates an annual 'Celebration of People of ALL Abilities' with a luncheon, entertainment, giveaways and proclamation signing by the Mayor of each respective community.
- ◆ **'Discovery Career and Lifestyles Expo'** is scheduled for each spring. This is an opportunity of area businesses and organizations to interact with job seekers with disabilities, explore career opportunities and introduce their business/product to a captive audience.



Wyoming Division of Vocational Rehabilitation 2007 Annual Report

- ◆ **'National Disability Mentoring Day'** is held in partnership with the BLN Awards events each year. The BLN Director coordinates this initiative each year.

Monthly Activities:

- ◆ **E-newsletter** – this E-news is sent electronically to the BLN database and all area Chamber of Commerce business members. The newsletter works to educate readers on various subjects, such as 'interviewing job seekers with a disability', 'reasonable accommodations', 'tax breaks which benefit the employer', 'reasons why hiring a person with a disability is smart business', ADA regulations, and much more.
- ◆ **BLN Advisory Committees** meet monthly in each respective community. The BLN is appreciative of the members of these committees; who volunteer to assist the BLN in carrying out objectives and goals.
- ◆ **Personal employer visits**, which result in the development of strong BLN partners and business bios, which are valuable in learning and knowing a business.
- ◆ **Service provider meetings** bring together area providers, BLN and generally, an employer who shares hiring needs, strategies, etc.
- ◆ **Business leadership roundtables** are organized in an effort to bring together providers, job seekers with disabilities and business owners. Business policies, hiring procedures, position openings and other topics of interest are discussed.
- ◆ **Resume development opportunities** are given to DVR clients who require assistance in the creation of a resume/profile. The BLN offers aid to both DVR and the client in this area.

- ◆ **Month-end reporting** is shared with DVR personnel and BLN teams. This report outlines the benchmarks obtained by the BLN and keeps staff of both DVR and BLN informed of all BLN activities.

- ◆ **Job announcements** are compiled and shared with DVR counselors as they are available.

- ◆ **BLN participation** with community/employer based organizations, such as Chamber of Commerce.

Activities Upon Request or Opportunity:

Presentations for employers/staff regarding a variety of topics, such as

- ◆ Disability Awareness
- ◆ Mental Health in the Workplace
- ◆ Reasonable Accommodations
- ◆ Interviewing Techniques
- ◆ EEOC (Equal Employment Opportunity Commission) presentations
- ◆ ADA Workshops
- ◆ Resume Writing Workshops for Job Seekers
- ◆ Trainings as needed by the employer

Special gatherings of people of ALL abilities –

- ◆ Open House each March in celebration of all citizens.
- ◆ Luncheon/awards presentations
- ◆ Proclamation signings with local mayors in which DVR clients and staff are encouraged to attend.

Disability Friendly Business Campaign (second state in the nation to kick off this initiative!) was created to acknowledge those businesses and organizations that have instituted and promoted best practices in the employment, independence and service to persons with disabilities. As part of this program, those receiving the recognition are awarded with a 'Disability Friendly Business' seal. The seal, designed to be displayed at the entrance of the facility,



Wyoming Division of Vocational Rehabilitation 2007 Annual Report

serves as a symbol to patrons of the businesses commitment to quality service towards hiring, accommodating and serving individuals with disabilities.



In Evanston, Wyoming, the benefits of this program are evident as Toni Bradford, Manager of Smith's Food and Drug, pictured with David Smith, a former DVR client who has celebrated his fifth year with Smith's by attending a banquet with corporate officials in Salt Lake City. Toni was recently awarded a "Positive Leadership Award" from the Wyoming Governor's Planning Council on Developmental Disabilities. Toni is a member of the BLN Advisory Committee and an active partner with BLN activities. Smith's Food and Drug was one of the first recipients of the Business Leadership Network "Disability Friendly Business" recognition.

Serving Our Citizens with Disabilities:

Evanston DVR counselors have reported **34 successful BLN affiliated closures** between October, 2006 and September, 2007.

Over 30 employers participated in the annual 'Discovery Career and Lifestyles' EXPO during May, 2007.

Over 100 job seekers (youth & adults) with disabilities attended EXPO 2007.

48 media recognitions/publications during this past fiscal year, (this does include chamber newsletters and hundreds of radio PSA's). The BLN believes that reaching out to the general public by means of the media is an effective disability awareness tool.

25+ member Advisory Committee which includes Evanston & Bridger Valley (65% employer-led).

61 'Ability Depot' job announcements distributed to DVR counselors and appropriate agencies.

17 various presentations and events developed during the fiscal year toward the education and support of area businesses in the hiring and maintaining employment for our citizens with disabilities. ■

Evanston and Bridger Valley Business Leadership Networks
Debbie Terech, Director
C/O Evanston City Hall
1200 Main Street
Evanston, WY 82930
(307) 783-6302
ebln@vcn.com
www.yourbln.com



DVR is an equal opportunity employer with equal opportunity programs.
Auxiliary aids and services are available to individuals with disabilities upon request.

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**Wyoming Department of
Workforce Services**

Joan K. Evans, Director